

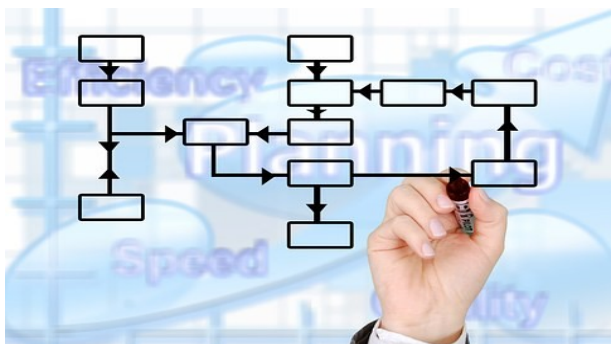
Salary Increase on June 10: Where Are My Instructions?



Once the state budget is final, look for an *Addendum to the FY 2019 Comp Memo* and FAQs for the 6/10/2019 pay actions. A statewide conference call will be offered to review all changes to the 6/10/2019 pay actions in the final budget and to review how DHRM will implement the pay actions in PMIS. Stay tuned for these activities in the mid-April to early May time-frame.

[Key considerations and activities agencies can work on now!](#)

Workforce Management



Who's Hitting the Mark on Think 50!? Congratulations to [the 27 state agencies](#) that achieved a mean days to hire of 60 days or less during the first and second quarters of the year! Want to be on the next list? Examine your employment process for opportunities to introduce efficiencies that speed hiring while sustaining or improving the quality of new hires.

Employment Opportunities for People with Disabilities: The due date for Employment Opportunities plans will be here before you know it! As you are aware, the Code of Virginia was amended in 2017 to establish a goal to increase by five percent over five years the level of employment of individuals with disabilities by 2023. Executive branch agencies, including institutions, boards, and authorities are required to provide an updated [Employment Opportunities Plan](#) to DHRM *by July 1 each year*. This initiative presents opportunities to expand agency talent acquisition pipelines and aligns with *Think 50!* efforts.

Quarterly Webinar on Hiring Practices: Join us for [Hiring Practices—Taking a Lead in the Race for Talent](#) on March 28 at 1:00 p.m. You will learn about Planning, Selection, and Hiring approaches to ensure your agency takes a leading position in the race for talent while meeting policy and legal requirements.



Rewards

Health Benefits Contracts Awarded [Notices of and Intent to Award](#) resulting from the procurement of the State Health Benefits Program Administrative Services and Fully Insured Health Benefits Plans. The components of this RFP include administration of self-insured medical, vision, hearing, behavioral health, dental and outpatient prescription drug benefits as well as regional fully-insured offerings beginning July 1, 2019. More details coming soon in the *Spotlight on Benefits* newsletter!

Engagement



New Way to Honor Excellence in State Government: The Annual Governor's Honor Awards Program will replace the previous Governor's Awards for Excellence in Public Service. Held each September, the Governor's Honor Awards, which are the most prestigious awards presented by the Commonwealth of Virginia, will recognize noteworthy accomplishments that significantly contribute to the advancement of the Commonwealth's strategic goals, mission objectives, and overall administrative excellence. Expect to see some new award categories and an improved nomination process. We'll keep you updated! And don't forget that Virginia Public Service Week, May 5 – 11, is an excellent time to recognize and appreciate the great work and efforts employees do and give each and every day. [See more.](#)

CVC Awards Will Be Presented Soon: DHRM will honor agency Commonwealth of Virginia Campaign (CVC) coordinators on March 27 with awards for their efforts. The First Lady and Secretary of Administration will be on hand to offer congratulations. Remember to thank those who led the 2018 campaign at your agency for a job well done! We will also announce the total funds raised.



HR Technology

Get Ready for Health Benefits Direct:

A new online enrollment system will be launched on May 1 for health benefits and flexible spending account (FSA) Open Enrollment for employees! It is imperative that employees have a current, accurate email in BES in order to use the new system. Benefits administrator and employee email addresses will be used in the confirmation process, so be sure all emails are correct. Specific directions will be provided soon.

Changes on the Technology Front: Protecting confidential personnel and HIPAA data is important to us. I am pleased to announce that Belchior Mira, who has served as our CIO for 17 years, is now DHRM's first full-time Information Security Officer (ISO.) In his new capacity, Belchior will develop and manage the agency's Information Technology Security Governance Structure and Architecture Plan and all related security policies, procedures, and risk management strategies in accordance with the Commonwealth's Information Security Standards and emerging industry trends. We are committed to safeguarding the data entrusted to us. Our search for a CIO is underway, and we hope to complete the hiring process soon.

On the Drawing Board...

New landing page promoting hiring people with disabilities....stay tuned!

Comings and Goings...

Office of Employee Programs: Susan Lord, who has served as Regional CommonHealth Coordinator for the Charlottesville area, has left for another opportunity. She has been a valuable and well-respected member of our team. We will miss her.



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